

EEOC FORM  
715-01 PART I  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier**

FY 2005  
Fort Carson

**EEO Plan to Eliminate Identified Barrier**

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The structure in many offices leaves a gap between grades so there is no way of ascending to the top position. That is precisely what happened in this EEO office. There was a two grade gap between the top specialist position and that of the manager. If the manger retires, becomes ill or transfers out than there is no one qualified to take over in the interim. This causes the office to stop operating as required. The mission suffers for lack of continuity.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>While preparing the MD 715 charts it became apparent that there were barriers in advancement to certain careers. There is no way to reach the top position in most areas. Each chart prepared separated the work force to closely look at the reflection of our installation compared to civilian labor force in surrounding areas. Steps we plan on taking are making the agency aware of the identified barrier and giving them suggestions on a reasonable solution.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The agency does not have a policy in place which actually caused this action to take place except there standard of practice which in essence is there standard of practice which in essence is there policy. Simply over looked the TDA to recognize potential possibly of barrier in bridging positions.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Suggest that the agency take a look the TDA and consider revising there standard practice to promote advancement within.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>CPAC, EEO, GARRISON COMMANDER, MANAGERS</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>FY-2009</p>
<p><b>ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> <b>(Must be specific)</b></p>

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Briefing Commander, CPAC and Managers on seen barrier and suggest a reasonable solution to create Bridge Positions.	Jan 2006
Office of Internal Audit to review positions on TDA and determine where bridge positions are needed.	Jun 2006
Meeting on results	Jul 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>We are just at the reporting stage and will seek concurrence for all parties: Commander, management, and CPAC on working this issue. Internal Audit is to be completed this fiscal year. Budget and TDA issues have slowed progress on this goal.</p>	

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<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>While preparing the MD 715 charts it became apparent that there were barrier to the advancement of minorities and women at the GS 13 level. After conducting a comparison with the Fort Carson workforce and the Civilian Labor Force it was determined that there are people in the labor force who could qualify to fill vacancies as they arise in this grade level.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The barrier to this undesired condition could have been the lack of recognition. There were no Equal Employment Opportunity staff in place to monitor referrals and selections and to do the analysis of the work force in order to make the discover of the under representation in these groups at this grade level. There was no special emphasis program to assist in attracting qualified minorities and women.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The Equal Employment Opportunity Office started monitoring referral and selections at Fort Carson. The Special Emphasis Committee was reestablished and has started working the employment programs to advance and attract qualified women and minorities to the under represented positions.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Equal Employment Opportunity Officer, Civilian Personnel Office, and Management Officials</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>July 2004</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>October 2006</p>
<p><b>ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p style="text-align: center;"><b>TARGET DATE (Must be specific)</b></p>

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Reviewing referrals and selections	July 2004
Database for tracking applicants	October 2004
Reporting FY 2005 results	November 2005 No advancement
Recruiting project	November 2005 Community outreach
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>We are now monitoring referrals and selections. We are tracking the applicants by race, national origin and gender. The SEP committee is working on recruitment projects. We are working on recruiting projects to attract minorities and women to apply for high grade position here at Fort Carson. There has been no advancement in this area.</p>	

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<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>While preparing the MD 715 charts it became apparent that there were barrier to the advancement of minorities and women at the GS 14 level. After conducting a comparison with the Fort Carson workforce and the Civilian Labor Force it was determined that there are people in the labor force who could qualify to fill vacancies as they arise in this grade level.</p>
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